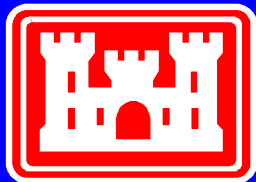


*3rd Quarter 97*

# Equal Employment Opportunity Office



# Equal Employment Opportunity

## *Index of Indicators*

Indicator Number	Indicator Title	Rating	Status	Slide Number
EEOSM1	Equal Opportunity Program Division/ FOA Overview	A	I	3
EEO01	Affirmative Action Progress GS 13-15	G	I	4-5
EEO02	Cases Resolved Informally	R	I	6-7

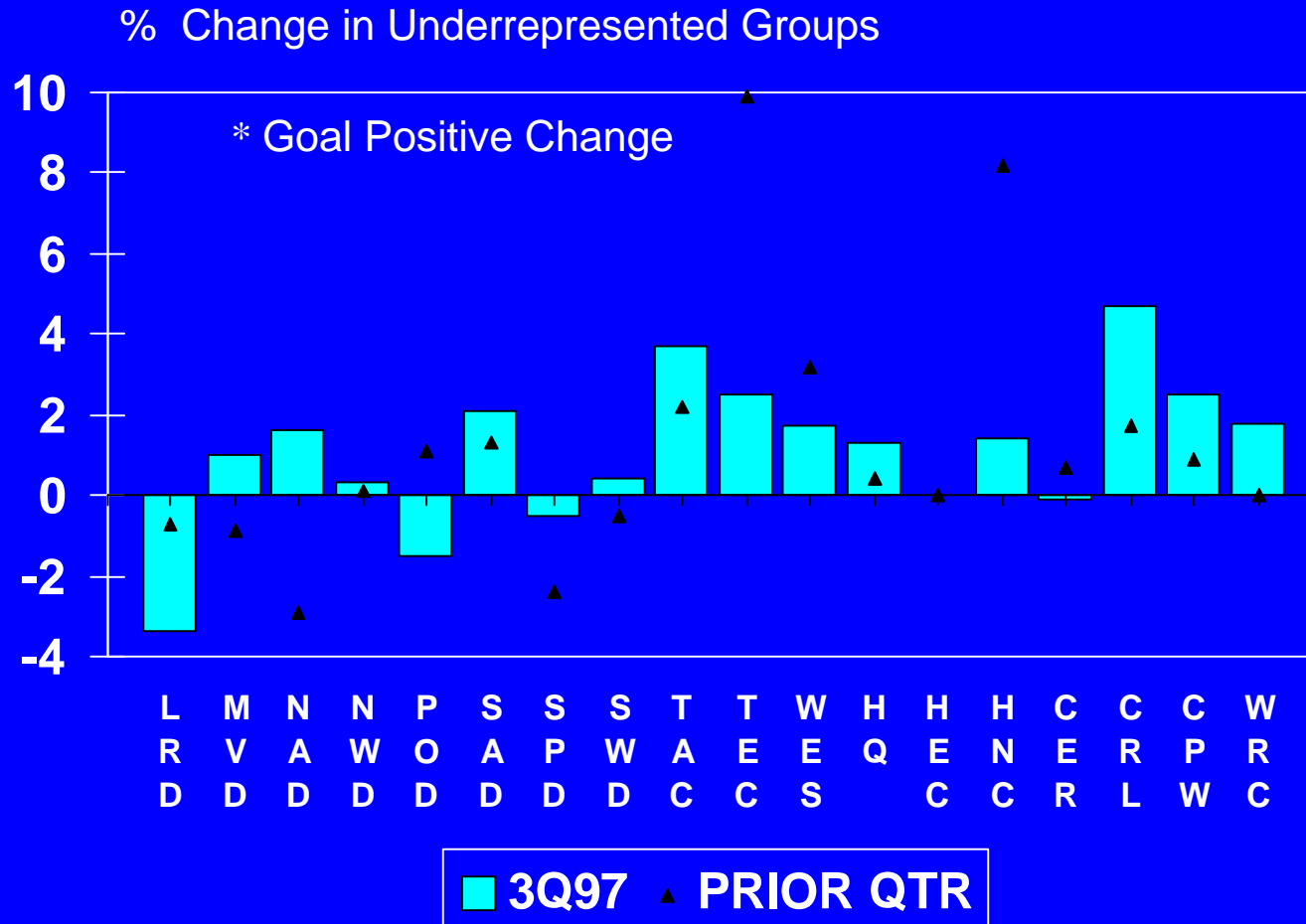
B - Brief   I - Information   S - Special Interest   N - Not Addressed

# EEO Program Division/FOA Overview

	LRD	MVD	NAD	NWD	P0D	SAD	SPD	SWD	TAC	TEC	WES	HQ	HEC	HNC	CER	CRL	CPW	WRC	CE
Informal Case Resolution	Yellow	Red	Green	Green	Green	Red	Red	Green	Red	Green	Yellow	Yellow	Yellow	Red	Red		Green		Red
AA Progress GS 13-15	Red	Green	Green	Green	Red	Green	Red	Green	Green	Green	Green	Green	Yellow	Green	Yellow	Green	Green	Green	Green
Summary	Yellow	Yellow	Green	Green	Yellow	Yellow	Red	Green	Yellow	Green	Green	Yellow	Yellow	Yellow	Yellow	Green	Green	Green	Yellow

	Satisfactory		Marginal		Unsatisfactory
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# Affirmative Action Progress - Grades 13-15



# Affirmative Action Progress - Grades 13-15

PROGRAM GOAL: Attain representative diversity at all grade levels in all occupations.

CURRENT YEAR OBJECTIVES: Overall progress in representation of targeted group members.

END OF YEAR PREDICTION: Green.

CURRENT YEAR RESOURCES: Selections based on superior qualifications resulting from carefully prepared career program candidates.

IMPACT ASSESSMENT: Achieving the desired diversity will improve the Corps' effectiveness and credibility.

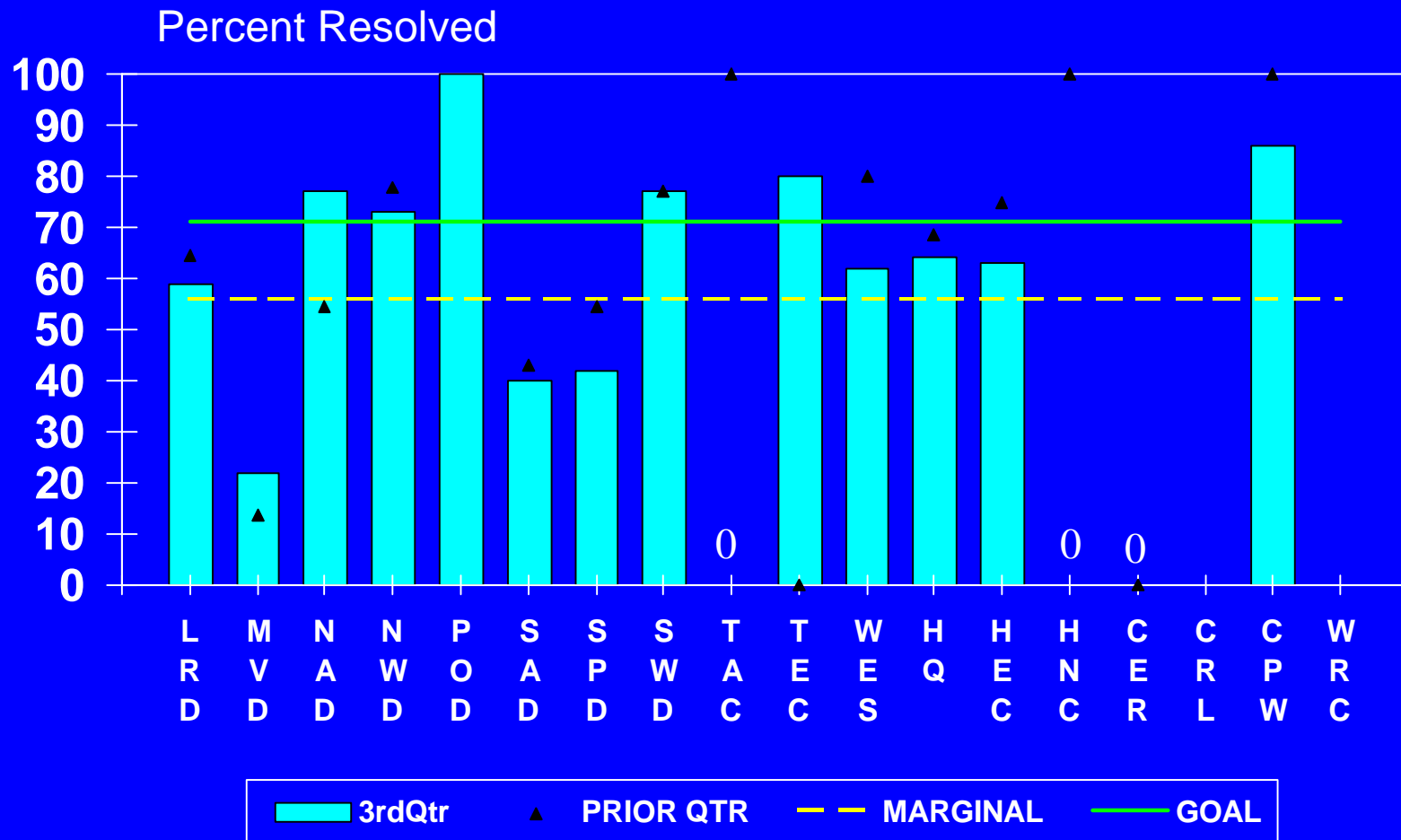
ANALYSIS AND CORRECTIVE ACTION: Progress, despite reductions, reflects command attention and emphasis.

AS OF: 30 Jun 1997

POC: Sue Baker, CEEO  
(202) 761-0097

ASSESSMENT: Green

# Informal EEO Case Resolution



# Informal EEO Case Resolution

PROGRAM GOAL: Meet or exceed the DA FY95 average of 71% informal case resolution. The goal will change when DA average changes.

END OF YEAR PREDICTION: AMBER

CURRENT YEAR RESOURCES: EEO officers, Labor Counselors, HR representatives, collateral duty EEO counselors, managers/supervisors employees, processing and settlement costs.

IMPACT ASSESSMENT: Keeps complaint issues and decisions within the Corps; avoids processing costs, adverse workplace conflict, climate, publicity, and litigation.

ANALYSIS AND CORRECTIVE ACTION: Through end of 3rd Qtr. FY-97 there were 410 informal EEO cases processed, of which 213 or (52.0%) were resolved. 202 EEO cases progressed to the formal stage for review and decision by DA, DOD, EEOC and/or civil court. Increased use of CEERP mediation in all districts should improve the Corps-wide informal case resolution rate.

AS OF: 30 JUN 1997 POC: Jim Huffman, CEE0  
(202) 761-8706

ASSESSMENT: RED